



United States Department of the Interior
BUREAU OF LAND MANAGEMENT

California State Office
2800 Cottage Way, Suite W-1623
Sacramento, CA 95825
www.ca.blm.gov



January 28, 2014

In Reply Refer to:
1400-711 (CA945) P

EMS TRANSMISSION: 1/28/14
Information Bulletin No. **CA-2014-004**

To: Supervisors and Managers
From: Deputy State Director, Support Services
Subject: Representation Rights for Employees in Bargaining Units

The Civil Service Reform Act (CSRA), Section 7114(a)(2)(B) provides a representation right for a bargaining unit member who reasonably believes that an investigative examination may result in a disciplinary action.

Section 7114(a)(3) of the CSRA further requires that each agency inform its employees annually of these rights.

A notice to all bargaining unit members is attached which provides the language required by the statute. A copy of the notice must be posted on bulletin boards in all Bureau of Land Management (BLM), California offices, but must not be placed on the bulletin board provided to the Union for their exclusive use.

If you have any questions, please contact Christine Foley, Labor Relations Specialist at (916) 978-4496.

Signed by:
Karen L. Barnette
DSD, Support Services

Authenticated by:
Richard A. Erickson
Records Management

Attachment – 1
Notice to Bargaining Unit Members (1 p)



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Memorandum

To: All Employees Represented by the National Federation of Federal Employees,
(NFFE), Local 2152

From: Deputy Support Director, Support Services

Subject: Notice of Right to Request Union Representation

The Civil Service Reform Act gives employees in units represented by an exclusive labor organization the right to request union representation at an examination by a representative of the agency in connection with an investigation if the employee believes the examination may result in disciplinary action.

Section 7114(a) of the Civil Service Reform Act of 1978 states that:

(2) An exclusive representative of an appropriate unit in an agency shall be given the opportunity to be represented at...

(B) Any examination of any employee in the unit by a representative of the agency in connection with an investigation if...

(i) the employee reasonably believes that the examination may result in disciplinary action against the employee; and

(ii) the employee requests representation.

Therefore, as required by Section 7114(a)(3), you are hereby given notice of the right set forth in 5 USC 7114(a)(2)(B).